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Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM

Job Titles of All Full-Time Vacancies Throughout Year

	T] (51)/1	Vacancy	Date
	Job Title	Date	Filled
1	NT	00/01/07	00/15/05
1		08/01/05	08/15/06
	News Reporter	08/01/05	12/05/05
	Local Sales Manager - TV	08/23/05	09/30/05
	Account Executive - Radio	08/26/05	12/02/05
	Account Executive - Radio	08/31/05	10/17/06
	Account Executive - TV	09/02/05	01/23/06
7		09/23/05	10/01/06
	Receptionist	10/01/05	10/13/05
	Account Executive - TV	10/14/05	01/09/06
	Promotions Coordinator-Sr	10/31/05	01/01/06
	Promotions Coordinator	10/31/05	12/01/05
	National Sales Mgr - Radio	11/11/05	11/14/05
	Account Executive - TV	11/18/05	03/06/06
14	News Technical Postion	12/15/05	02/13/06
15	Administrative Asst to GM	01/01/06	01/13/06
16	Sales Assistant - TV	01/03/06	01/11/06
17	Traffic Coordinator- Radio	01/18/06	04/04/06
18	Receptionist	01/10/06	01/30/06
19	Account Executive - Radio	01/27/06	02/07/06
20	News Assignment Editor	01/30/06	02/13/06
21	Sales Assistant - Radio	01/13/06	04/04/06
22	Master Control Operator - FT	01/13/06	03/13/06
	Master Control Operator Supervisor	03/08/06	03/13/06
24	Traffic Coordinator - Radio	03/10/06	04/04/06
	Account Executive - TV	03/17/06	05/08/06
26	Commercial Producer	04/17/06	06/20/06
27	Account Executive - Radio	04/19/06	05/10/06
28	Account Executive - Radio	04/19/06	11/29/06
29	Local Sales Manager - Radio	04/21/06	06/01/06
30	Account Executive - TV	05/02/06	06/29/06
31		06/01/06	See 2006 Rpt
32	Master Contorl Operator	06/07/06	07/01/06
	Assistant to Chief Engineer	06/07/06	08/21/06
34	News - Technical	06/21/06	08/01/06
	Receptionist	07/05/06	07/05/06
36	· · · F	57,00,00	
37			
51			

Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM <u>Sources Used to Fill Vacancies</u>

Job Title	Contact	Address	Tel #
News Anchor	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting Santa Cruz Chamber Job Fair	67 Garden Court, Monterey, CA 93940 Catalyst	831-373-6767
News Reporter	Entravision Corporate Web Site Internal Job Posting Santa Cruz Chamber Job Fair	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 Catalyst	831-373-6767 831-373-6767
Local Sales Manager-TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Account Executive - Radio	Entravision Corporate Web Site Internal Job Posting Santa Cruz Chamber Job Fair	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 Catalyst	831-373-6767 831-373-6767
Account Executive - Radio	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
	El Sol News Paper	123 Watsonville, Salinas, CA	831-424-2221
Account Executive - TV	Santa Cruz Chamber Job Fair Entravision Corporate Web Site Internal Job Posting Santa Cruz Chamber Job Fair	Catalyst 67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 Catalyst	831-373-6767 831-373-6767
Master Control Operator	Entravision Corporate Web Site Internal Job Posting Santa Cruz Chamber Job Fair	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 Catalyst	831-373-6767 831-373-6767
Receptionist	Entravision Corporate Web Site Internal Job Posting Santa Cruz Chamber Job Fair	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 Catalyst	831-373-6767 831-373-6767
Account Executive - TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Promotions Coordinator-Sr	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Promotions Coordinator-KLC	Entravision Corporate Web Site Internal Job Posting Job Line on Radio	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 KLOK/KSES/KMBX	831-373-6767 831-373-6767
National Radio Sales Mgr	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Account Executive - TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
News Technical	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Administrative Asst GM	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Sales Assistant - TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-6767
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-6767
Traffic Cordinator - Radio	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
Receptionist	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
Account Executive - Radio	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 67 Carden Court, Monterey, CA 93940	831-373-676 831-373-676 831-373-676
News Assignment Editor Sales Assistant - Radio	Entravision Corporate Web Site Internal Job Posting Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-676
Master Control Operator	Internal Job Posting Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-676
Master Control - Supervisor	Internal Job Posting Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-676
Traffic Coordinator - Radio	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
Account Executive-TV	Entravision Corporate Web Site Internal Job Posting	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-676 831-373-676
Commercial Producer	Spots-N-Dots	On Line Trade Publication	888-884-263
	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
Account Executive - Radio	Internal Job Posting Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940 67 Garden Court, Monterey, CA 93940	831-373-676
Account Executive - Radio	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
Local Sales Manager - Radio	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
Account Executive - TV	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676
	Internal Job Posting	67 Garden Court, Monterey, CA 93940	831-373-676
Master Control Operator	Entravision Corporate Web Site	67 Garden Court, Monterey, CA 93940	831-373-676

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Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM Source That Filled Position

Job Title	Source That Filled Position
News Anchor	Internal Posting
2 News Reporter	Employee Referral
3 Local Sales Manager - TV	Employee Referral
Account Executive - Radio	Returning employee
5 Account Executive - Radio	News Paper Ad - El Sol
6 Account Executive - TV	Employee Referral
7 Master Control Operator - FT	Employee Referral
Receptionist	Employee Referral
Account Executive - TV	Employee Referral
Promotions Coordinator-Sr	Internal Posting
Promotions Coordinator	Internal Posting
2 National Sales Mgr - Radio	Internal Posting
Account Executive - TV	Employee Referral
News Technical Postion	Internal Posting
Administrative Asst to GM	Internal Posting
5 Sales Assistant - TV	Internal Posting
7 Traffic Coordinator- Radio	Employee Referral
Receptionist	Employee Referral
Account Executive - Radio	Web Site
News Assignment Editor	Employee Referral
Sales Assistant - Radio	Employee Referral
2 Master Control Operator - FT	Internal Posting
³ Master Control Operator Supervisor	Internal Posting
Traffic Coordinator - Radio	Walk-in
Account Executive - TV	Spots and dots publication
5 Commercial Producer	Internal Posting
7 Account Executive - Radio	Walk-in
Account Executive - Radio	Employee Referral
Local Sales Manager - Radio	Internal Posting/Promotion
Account Executive - TV	Returning employee
2 Master Contorl Operator	Interanl Posting
Assistant to Chief Engr.	Employee Referral
News Technical	Internal Posting
Receptionist	Job Hot Line
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Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM Number of Person(s) Interviewed and Number Referred by a Recruitment Source

	Number of Person(s)	From the number of person(s) interviewed,
Job Title	Interviewed	how many were referred by recruitment source?
News Anchor	1	1 Internet Posting
News Reporter	2	1 Internet Posting
Local Sales Manager - TV	3	1 Internet Posting, 2 Employee Referral
Account Executive - Radio	1	0, 1 returning employee
Account Executive - Radio	3	3, 1 El Sol Newspaper, 2 internet posting
Account Executive - TV	3	2 Internet Posting, 1 Employee Referral
Master Control Operator - FT	2	1 Internet Posting, 1 Employee Referral
Receptionist	1	1 Employee Referral
Account Executive - TV	3	2 Employee Referral, 1 Internet Posting
Promotions Coordinator-Sr	1	1 Internal Posting
Promotions Coordinator	4	2 Internal Posting, 2 employee referral
National Sales Mgr - Radio	3	1 Internal Posting, 2 referrals
Account Executive - TV	2	0, 2 employee referrals
News Technical Position	2	1 Internal Posting, 1 employee referral
Administrative Asst to GM	1	1 Internal Posting
Sales Assistant - TV	1	1 Internal Posting
Traffic Coordinator- Radio	3	0, 1 Employee Referral
Receptionist	2	0, 2 employee referrals
Account Executive - Radio	2	1 Company web site, 1 internal posting
News Assignment Editor	4	0, 4 employee referral
Sales Assistant - Radio	3	2, 2 internet posting, 1 employee referral
Master Control Operator - FT	2	1Internal Posting, 1 employee referral
Master Control Operator Supervisor	3	1 Internal Posting
Traffic Coordinator - Radio	6	3 internal Posting, 2 employee referrals, 1 walk-in
Account Executive - TV	1	1 Spots and Dots - Trade Publication
Commercial Producer	3	0, 3 Employee Referral
Account Executive - Radio	1	0, Employee Referral
Account Executive - Radio	1	0, Employee Referral
Local Sales Manager - Radio	1	1 Internal Posting
Account Executive - TV	1	0, 1 Recruited
Master Control Operator	2	1 Internal Posting, 1 employee referral
Assistant to Chief Engr.	3	3 Internet Job Posting
News Technical	3	2 Internal Posting, 1 employee referral
Receptionist	2	1 Job Hot Line, 1 Employee Referral

Entravision Communications Corp. KSMS-TV Channel 67 - Monterey/Salinas KLOK-FM, KSES-FM, KMBX-AM List and Provide a Brief Description of Prong 3 (Menu Options Implemented) Throughout Year

	Menu Option	
	Chosen	Description
		· · ·
		Participated in the Santa Cruz County Job Fair on 10/05/05 an annual event , - Three employees
		participated in the Job Fair, an Account Executive from Sales, a Promotion Coordinator and a
		person from Human Resources. These individuals were available to discuss open positions at
	1	the stations, the jobs and benefits of working for Entravision Communications.
		Internal Training to acquire skills for Promotions, present employees that express and interest in
		learning about other positions at the stations are give opportunity to observe employees presently
		in that position and ask questions of employee in the position to determine their personal level of
	0	interest in the position and provide time for the person expressing desire to learn about the
	8	position
		Management Level training for EEO, Provide Sexual Harassment Training for all employees and
		Diversity Training for all Management. Sexual Harassment Training is provide on line and thru
	14	a $1/2$ day training session with a qualified attorney, Diversity Training is provide through on line
		Co-sponsor of Job Fair with local Mall, North Ridge on 03/23/06 an annual event - We provide
		on line promotion for the Job Fair and Participated in the Job Fair, with Employees from our
		Sales Staff, Promotions Coordinator, and a person from Human Resources. Current Employees
		were on hand to discuss open positions, benefits of working for Entravision Communications
	3	Corporations
		Employees expressing a desire to learn a knew position, are allowed to work with someone from
	9	that position to see how they like or feel about that position
		provide training for employees that are ready for a change in position, if it is determined that an
		employee is ready for a promotion or a change in position time is provide for that employee to
	8	learn the skills needed to make the position change
		Career Day At CSUMB on 04/06/06 an annual event - an employee from Promotions, Human
	1	Resources, and Account Executive from Sales. Employees are present to provide information
	1	about openings and working for Entravision Communications Corporation
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